

Solano County
System Improvement Plan Approval Document
Received: November 2, 2004

Program Areas	Improvement Plan			Anticipated Date of Completion	
	*Required		Strategy		
	Yes	No			
Safety:					
<ul style="list-style-type: none">Recurrence of Maltreatment	X		Receive training on Structured Decision Making.	6/30/05	
			Implement Structured Decision Making.	FY 05/06	
			Receive training on Family 2 Family Program.	4/05	
			Make changes and improvements based on CWLA's study to streamline Solano County's organizational structure.	Ongoing	
			Participate in the Breakthrough Series Collaborative.	4/05	
			<i>Data reports and contact with county will be used to monitor progress.</i>		
<ul style="list-style-type: none">Abuse/Neglect in foster care		X	-Continue to apply resources and staff support so that the best placement is sought based on the needs of the child, not simply the most readily available. (Source: Self Assessment)		
<ul style="list-style-type: none">Timely ER Response (process measure)	X		Pilot project for new method of moving cases through the system.	2/28/05	
			- Responsibility for the comprehensive reports addressing jurisdictional issues will be shifted from the ER Unit to the Court Unit. Staff will be trained. This will reduce the ER workload & increase time for the 10 day response.		11/30/04
			- Increase staffing by identifying & securing grants & diversifying funding to stabilize programs.		
			- Formal changes to hiring policies to streamline the hiring of temp staff to fill for absentees and those on extended leave. Add additional clerical, and a float		

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			<ul style="list-style-type: none"> position. - Improve relationship with the courts. 	Ongoing
<ul style="list-style-type: none"> Social Worker Visits with child (process measure) 	X		<ul style="list-style-type: none"> - Improve timeliness and accuracy of data entry by establishing new standards that require SW's to enter contacts by the end of the day or week. Train staff and honor those who achieve the outcome of 90% - Use SafeMeasures to monitor and ensure 10 day contacts are made. - Implement pilot program to minimize travel time for visits. This time takes away from time to work w/the child & family & data entry. - Based on results of pilot, develop and disseminate new procedures. 	<p>11/30/04</p> <p>Ongoing</p> <p>3/31/05</p> <p>6/30/05 - Ongoing</p>
Permanency				
<ul style="list-style-type: none"> Time to Reunification 		X	<ul style="list-style-type: none"> - Collaborate w/court system to reduce time lost in continuances - Utilize monthly mtg. of juvenile court personnel to discuss and strategize - Hold staff accountable so reports are completed in a timely fashion - Convene mtgs. to explore how CASA's can be enlisted to help move cases through the court system - Reduce the number of SW's assigned to one case by new method of completing jurisdictional reports which includes transferring the case from ER to FM/FR for case mgmt. - Monitor and minimize staff transfers from unit to unit - Address issues of overrepresentation of African American & under rep. of 	<p>1/31/05</p> <p>10/31/05</p> <p>11/31/04 – Ongoing</p> <p>11/31/04</p> <p>Ongoing</p>

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			<p>Hispanic children in Foster Care.</p> <ul style="list-style-type: none"> - Develop action plan to address issues of fairness and equity - Focus recruitment on bi-lingual staff - Use foster parents as part of the FR support team to help birth parents acquire skills, and to facilitate visits to practice newly learned skills prior to reunification. - Train SW's to transfer skills from Foster parents to birth families - Work w/community to seek grant funding for birth/parent child visitation programs. - Use CalWORKS Linkages to promote an admin. infrastructure that leads to more and better coordinated case planning for families. - Improve services to adolescents and their families to improve their communication - Train SW's to help them encourage communication - Set expectations of the importance of ILP for 15-18 yr. olds - Develop more substance abuse treatment programs where children can be w/their parents - Identify partners and create a task force - Expand treatment services from other counties to Solano 	<p>5/30/05</p> <p>11/30/04 – Ongoing</p> <p>10/31/05</p> <p>11/30/04</p> <p>4/30/05</p> <p>11/30/04</p> <p>11/30/04</p>
<ul style="list-style-type: none"> • Time to Adoption 		X	<ul style="list-style-type: none"> - No data entry remedies found, but they are <u>in compliance</u> w/ the PIP target for the Federal Measure at 30.3% - They still want to collaborate w/ the courts to reduce the long delays for ending reunification 	

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			services and terminating parental rights to improve time to adoption <ul style="list-style-type: none"> - Complete the jurisdictional report pilot process - Implement procedural changes based on pilot results - Identify & address issues that delay completion of home study concurrently w/ court delays - Hire adoption Supervisor (Completed by hiring of new Deputy Director) - Utilize an outside agency to complete home studies - Assign adoption worker to every case - Change perception so staff view all children (including special needs) as adoptable - Train staff on a quarterly basis - Establish an accountability measure regarding adoption of older children - Recruit adoptive families for older children/sibling groups/special needs children - Explore grant opportunities to fund family recruitment efforts 	1/31/05 2/28/05 - Ongoing Ongoing 1/31/05 9/30/04 - Ongoing 2/28/05 2/28/05 4/30/05
<ul style="list-style-type: none"> • Placement Stability 		X		

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<ul style="list-style-type: none"> Foster Care re-entry 		X	<ul style="list-style-type: none"> Improve perception of CWS as a resource after families have exited the system Train SW's to develop individual support plans for families exiting the system Enlist help of Family Resource Center to include info. about CWS as resource Participate as speakers in trainings for parents provided by Office of Education Increase visits to FM cases to more than once a month to better identify issues Provide training to SW's to encourage seeing FM children away from the home Work w/community partners to assist in making contacts w/families Develop procedures to coordinate family visits w/ Public Health, CalWORKS, Mental Health therapists to identify problems early Work w/ community partners to increase resources for aftercare and support Conduct roundtable w/partners to identify aftercare needs Encourage partners to develop more training for parents of special needs and behavioral issues children 	9/30/04 4/30/05 4/30/05 3/31/05 Ongoing 4/30/05 11/30/04 Immediately and Ongoing
Well-Being				
<ul style="list-style-type: none"> Preserving family relationships 				
<ul style="list-style-type: none"> Least Restrictive Placements 				
<ul style="list-style-type: none"> ICWA Placements 				
<ul style="list-style-type: none"> ILP 				

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Program Areas	Improvement Plan			Measurement Method and/or Due Date
	*Required		Strategy	
	Yes	No		
Systemic				
<ul style="list-style-type: none">Statewide Information System				
<ul style="list-style-type: none">Case Review System				
<ul style="list-style-type: none">Quality Assurance System				
<ul style="list-style-type: none">Training				
<ul style="list-style-type: none">Service Array				
<ul style="list-style-type: none">Agency Responsiveness to the Community				
<ul style="list-style-type: none">Foster and Adoptive Parent Licensing, Recruitment and Retention				

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